



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

September 16, 2005

To: Each Supervisor

From: Michael J. Henry *[Signature]*
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL
CENTER (KDMC)**

This status report reflects information as of September 15, 2005. Please keep in mind that this information changes daily and, therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 299 employees at KDMC. Of this number, 152 actions have resulted in discharges, releases or resignations. A total of 36 disciplinary actions have been taken against physicians and 28 physicians have been discharged or resigned.

Since our last report, we have closed nine cases and have opened six additional cases. As a result, our open caseload is currently 85 (detailed summary information is contained in Attachments I and II).

RECRUITMENTS

A job offer has been accepted by an external candidate for the position of Clinical Nursing Director II – Psychiatry. The candidate's tentative start date is October 3, 2005, pending successful completion of background and medical clearances. The County of Los Angeles has a recruitment booth at the 35th Annual Emergency Room Nurses Association (ENA) Conference being held in Nashville, Tennessee from September 15 – 17, 2005.

To Enrich Lives Through Effective and Caring Service

Each Supervisor
September 16, 2005
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If you have any questions, please call me.

MJH:STS
SBH:ck

Attachments

c: David E. Janssen
Thomas L. Garthwaite, M.D.
Ray Fortner
Violet Varona-Lukens
Fred Leaf
Kae Robertson
Hank Wells

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**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 09/16/05

Dated: 9/16/2005

Closed Cases -	578
Open Cases -	85
Referred Cases -	17
Grand Total =	680

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	8	1	23	0	15	47
Discharges of Probationers	0	2	5	0	5	12
Suspensions (6 - 30 Days)	2	6	32	3	14	57
Suspensions (1 - 5 Days)	4	6	20	1	13	44
Reprimands	5	1	20	2	10	38
Warnings	0	1	1	3	3	8
Resignations in Lieu of Administrative Action	16	7	23	6	6	58
Release of Temporary Employee	8	1	20	0	5	34
Medical Release	0	0	0	0	1	1
Subtotal	43	25	144	15	72	299

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary ⁴ Corrective Actions	20	7	31	43	25	126
Total Actions Taken	63	32	175	58	97	425

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners

² Includes: Surgical Technicians; Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES / PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT – MEDICAL STAFF**

Period: 01/26/04 – 09/16/05

Dated: September 16, 2005

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal Discipline:</u>				
Discharges	6	2	0	8
Discharges of Probationers	0	0	0	0
Suspension (6 - 30 Days)	1	1	0	2
Suspension (1 - 5 Days)	3	1	0	4
Reprimands	4	1	0	5
Warnings	0	0	0	0
Resignations in Lieu of Administrative Action	14	1	1	16
Release of Temporary Employee	8	0	0	8
Medical Release	0	0	0	0
Subtotal	36	6	1	43

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	18	1	1	20
Total of Action Taken	54	7	2	63